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JULY 1984

AMERICAN CITY & COUNTY

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Counties – 350 Years of Service to People

AC&C's Salary and Benefits Survey

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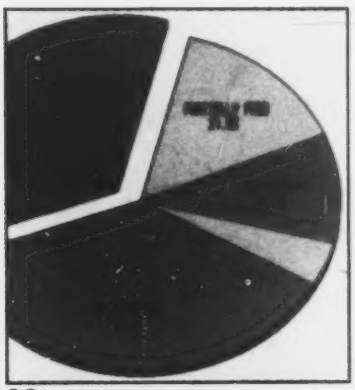

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County government in America will celebrate its 350th anniversary when the National Association of Counties convenes its annual conference and exposition July 7-11 in Seattle, Washington. The topic, maintaining a commitment to service, begins on page 64.

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AC&C's 1984 Salary And Benefits Survey

Higher salaries prevail in the West, according to a poll of 560 local government officials in all regions of the United States.

By Ken Anderberg, Editor

Local government employees interested in earning higher salaries may want to turn their attention toward the setting sun. According to *American City and County's* recently conducted Salary and and Benefits Survey, pay scales for city and county supervisory personnel are higher in western states than in any other region of the country.

For example, while the survey shows that two out of three mayors or city or county managers or administrators earn more than $35,000 a year, that figure rises to nearly eight out of 10 in western states. Financial directors, public works directors, engineers and attorneys also are generally paid more in the West, according to the survey.

While slightly less than half of the financial directors represented in the survey earn in excess of $30,000 annually, about 60 percent of those officials located in western states exceed that salary. Two thirds of public works directors in the West fall into the $30,000-plus salary range, while the national average is 53 percent.

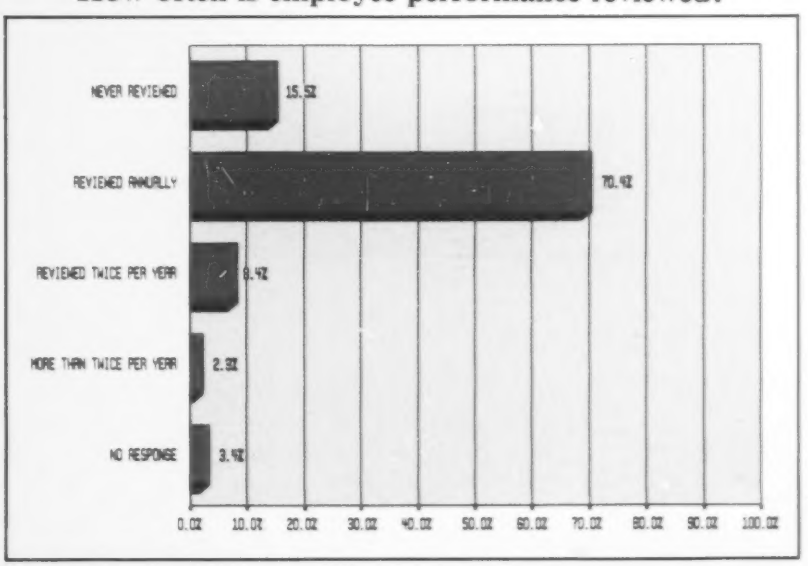
More western engineers and attorneys earn salaries of $30,000-plus, higher than their counterparts in other parts of the country. Western attorneys, in particular, are well above the national average, with nearly half reported earning more than $30,000 per year.

American City and County's Salary and Benefits Survey was mailed to 2,100 financial directors and city and county clerks this past spring. A total of 560 questionnaires were returned, or 27 percent of the total sample. All regions of the country are represented, as are communities in 46 states.

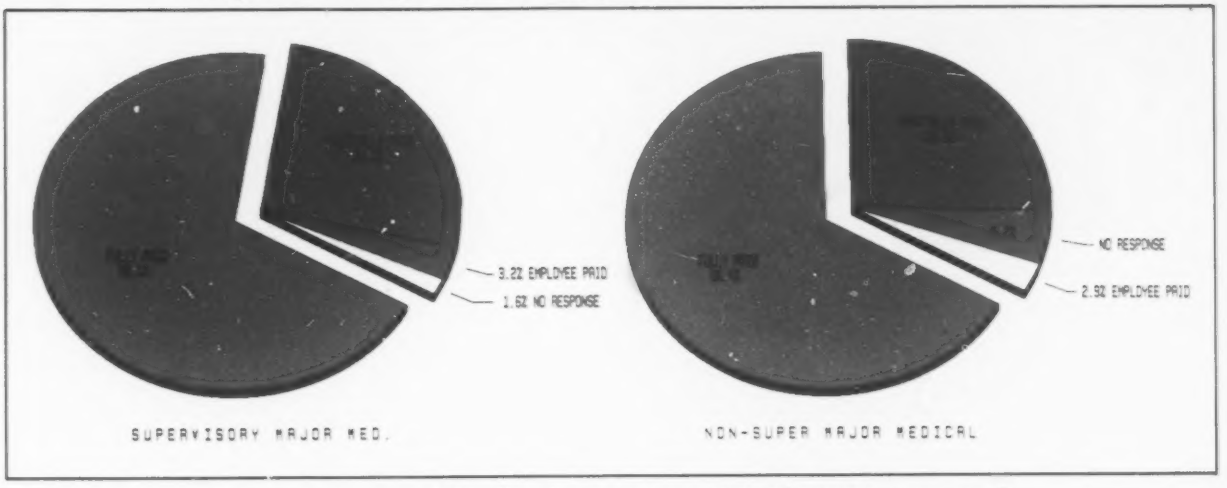
The Midwest led in total responses with 137, followed by the Southeast with 105, the West with 99, the Southwest with 70, the Northeast with 69, the Mid-Atlantic with 45, and the North Central states with 35.

Local governments responding to the survey include small cities and counties with populations of less than 10,000 (77 responses) to those with populations

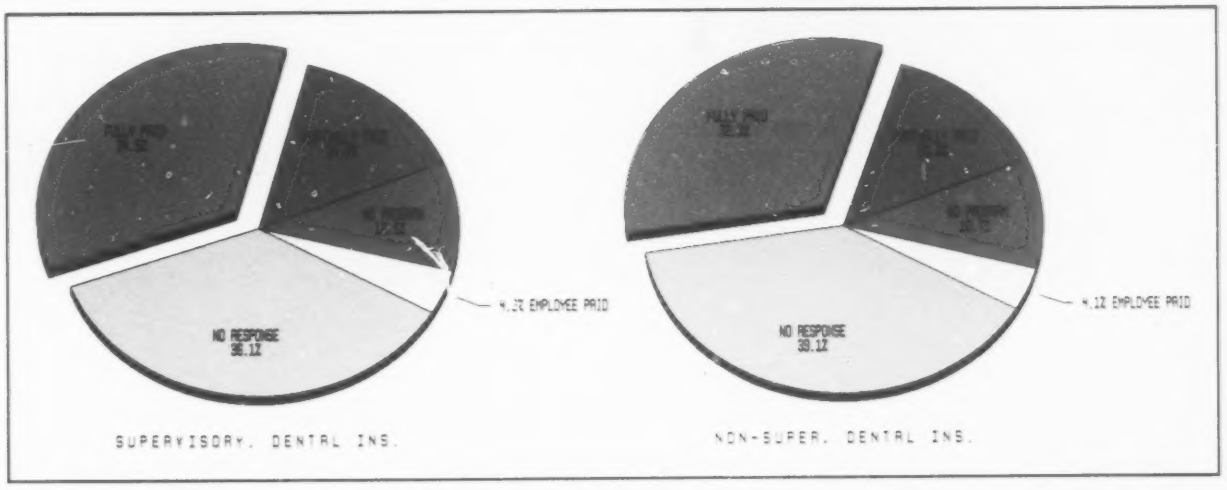
How often is employee performance reviewed?



Does your municipality/county provide major medical insurance?



Does your municipality/county provide dental insurance?



greater than 250,000 (37). More than half (311) of the responding local governments were in the 10,000-50,000 population range, 92 have populations of 50,000-100,000, and 43 are in the 100,000-250,000 population category. Included in the survey are cities such as New York, Philadelphia, Atlanta, Indianapolis, St. Paul, Houston, Kansas City, Phoenix and San Francisco.

The survey polled salary levels of key public officials, as well as other benefits available to public employees, both supervisory and non-supervisory.

Benefits are close

Nationally, benefit levels were remarkably close for supervisory and non-supervisory personnel. Approximately two-thirds of all governments responding said they provided fully paid major medical insurance for all employees, although the total for supervisory levels was slightly higher by 3 percent. In addition, another one-fourth of the respondents said they provided major medical that was partially paid by the local government, with the rest paid by the employees. That means that 95 percent of all public employees included in the survey have major medical coverage, which is at least partially paid by their employers. The remaining 5 percent said employees paid the full amount for major medical.

Other benefits polled in the survey included dental insurance, life insurance, pension and retirement plans, and vacation and sick leave. While the differences between supervisory and non-supervisory employees in these categories was minimal, the survey did indicate that location and population of a community could have an effect on the availability of benefits.

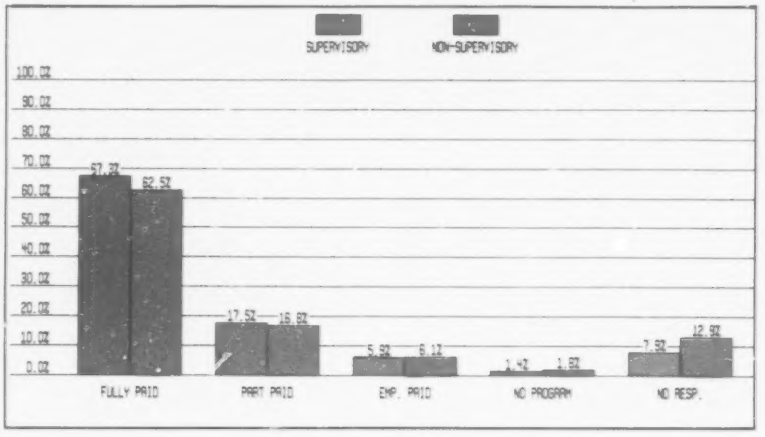
For instance, far more public employees in the West have dental insurance than in any other region, with 81 percent receiving either fully or partially paid coverage. The Northeast is second best with 55 percent, while the national average is 49 percent.

On the other hand, according to the survey, 94 percent of public employees in the Southwest have fully or partially paid life insurance, compared to the national average of 85 percent. The West has the lowest percentage of partially or fully employer-paid pension plan coverage (28 percent), compared to the 59 percent coverage in the Midwest and the national total of 45 percent. Retirement plans are most popular in the Southwest and West with about 84 percent of public employees receiving full or partial payment from local governments in those regions. The national average is 68 percent.

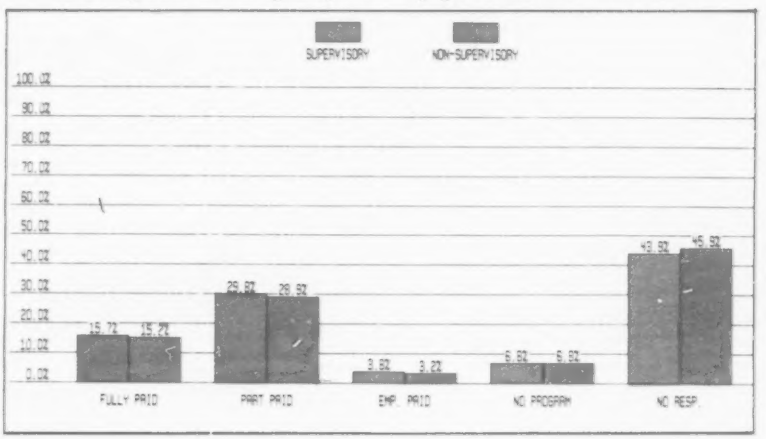
Vacation and sick leave

Nationally, 13 percent of public employees represented in the survey receive one to four vacation days after six months of employment, 31 percent earn five days, and 10 percent get 10 days. After one year on the job, 73 percent receive 10 days of vacation; after three years, 64 percent get 10 days and 13 percent earn 15 days. After five years, most (43 percent) have 15 days of vacation, although one-third still get just 10 days. Two-thirds of the respondents

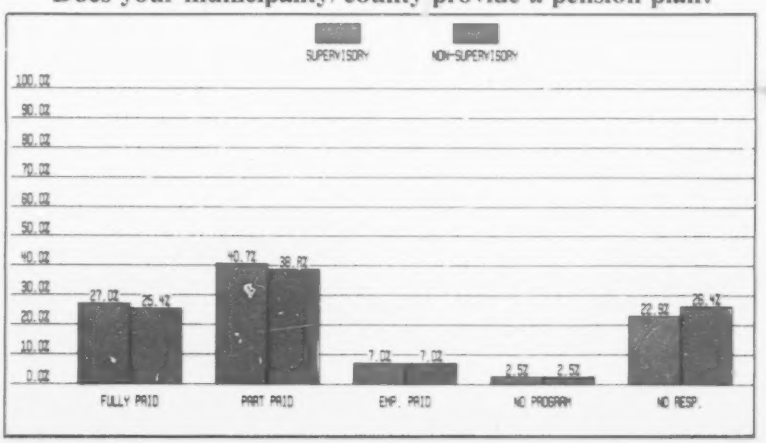
Does your municipality/county provide a retirement plan?



Does your municipality/county provide life insurance?



Does your municipality/county provide a pension plan?



said vacation time could be carried over from year to year.

Vacation time was not as regionally divided as other categories in the survey, although local governments in the Northeast and West did provide a higher percentage of 15-and 20-day vacations for employees after five years.

Most surveyed communities (63 percent) said they allow one day of sick leave per month for employees after one year on the job. After three years, many employees (17 percent) can expect 30 days of sick leave, a figure that increases to 18 percent after five years.

Regionally, local governments in the Southwest appear to be the most liberal with sick leave, as 96 percent say employees receive 12-15 days after one year of work. But the North Central states are easily the most lenient with sick leave time for employees with three to five years of experience, with 34 percent of local governments in that area allowing 30 or more sick days a year.

Population differences

Salaries and beneifts for public employees are also affected by the size of the community, the *American City and County* survey indicates. When the population exceeds 100,000, the salaries of mayors and city managers increase dramatically. The same holds true for financial directors, public works directors, engineers and attorneys.

For example, less than 30 percent of mayors and city or county managers in communities with populations under 10,000 earn more than $35,000 annually. That figure increases to 70 percent when the population is in the 25,000-100,000 range, and jumps to 90 percent for large local governments serving more than 100,000 people.

Conversely, salaries for positions such as administrative secretary, clerk and building inspector are less influenced by population size. Clerks, in particular, may earn more in smaller communities, with the exception of cities or counties of 500,000 or more people. In those larger areas, 27 percent of clerks represented in the survey earn $40,000 or more a year.

Other highlights of the survey include:

- More than 10 percent of those responding have no dental insurance coverage of any kind.
- Nearly 94 percent said sick leave can be carried over from year to year.
- While 70 percent indicate employees are given one performance review each year, 15 percent said they never gave such reviews. Another eight percent gave two reviews per employee a year.
- Of those communities included in the survey, 28 percent have 200-499 employees, 25 percent have 100-199, and only 11 percent employ less than 49 people. □

Salaries by Region

	Northeast	Mid Atlantic	Southeast	Midwest	Southwest	North Central	Western	National Average
Mayor, Administrator or Manager								
$25,000-34,999	15.9%	20.0%	25.7%	24.1%	21.4%	25.7%	12.1%	20.7%
$35,000 +	60.9	71.1	63.8	48.9	67.1	45.7	77.8	62.1
Director of Finance								
$20,000-29,999	34.7%	35.6%	35.2%	18.3%	32.9%	20.0%	21.3%	27.4%
$30,000 +	40.6	53.3	42.9	40.1	51.4	45.7	59.6	47.0
Director of Public Works								
$20,000-29,999	27.6%	22.2%	29.6%	20.4%	28.6%	17.2%	16.2%	23.2%
$30,000 +	50.7	55.5	48.6	47.5	51.4	51.4	67.7	53.0
Engineer								
To $29,999	21.8%	24.4%	32.4%	27.7%	18.6%	37.2%	24.2%	26.5%
$30,000 +	37.7	22.2	29.5	37.9	38.6	25.7	39.3	34.7
Attorney								
To $29,999	39.2%	24.5%	35.2%	38.0%	27.1%	28.6%	19.2%	31.2%
$30,000 +	26.1	31.0	21.9	28.5	32.8	31.5	48.5	31.4

Salaries by Community Population

	Under 10,000	10,000-24,999	25,000-49,999	50,000 99,999	100,000-249,999	250,000-499,999	500,000 +	National Average
Mayor, Administrator or Manager								
$25,000-34,999	36.4%	21.1%	16.6%	27.2%	4.7%	9.1%	0.0%	20.7%
$35,000 +	28.6	54.8	71.0	67.4	88.4	86.4	86.7	62.1
Director of Finance								
$20,000-29,999	35.1%	40.4%	22.8%	27.8%	7.0%	9.1%	0.0%	27.4%
$30,000 +	11.7	33.8	60.7	53.2	74.4	77.2	80.1	47.0
Director of Public Works								
$20,000-29,999	32.5%	33.2%	22.1%	15.2%	7.0%	4.6%	0.0%	23.2%
$30,000 +	16.9	43.4	59.6	66.3	81.4	77.3	86.7	53.0
Engineer								
To $29,999	20.8%	25.8%	26.3%	27.2%	35.0%	45.5%	6.7%	26.5%
$30,000 +	10.4	24.0	39.4	50.0	48.8	41.0	86.7	34.7
Attorney								
To $29,999	41.6%	43.3%	30.4%	21.8%	2.3%	22.7%	6.7%	31.2%
$30,000 +	6.5	14.4	33.8	46.8	69.8	63.6	73.4	31.4

Worth

(Continued from page 37)

women's salaries on the city work force. The Hay and Associates job evaluation firm was contracted. Their results indicated that female-dominated classes were paid an average of 2 percent to 10 percent below the overall trend, while male-dominated classes were paid 8 percent to 15 percent above the average. Municipal workers went on strike for nine days and forced the city to provide $1.5 million for pay-equity adjustments based on sex discrimination.

In 1982, the Minnesota legislature appropriated $21.7 million for restructuring of wages during fiscal 1984 and 1985 for around 7,400 state employees. In neither this, nor the San Jose case, were there resulting cutbacks in services and programs nor layoffs to cover the cost of the settlements as critics had feared. Minnesota, which reached its settlement through a consensus of organized labor, political leaders and private citizen groups, included marketplace wages in its revamped pay plan.

In 1983, the *American Federation of State, County and Municipal Employees (AFSCME) v. the State of Washington* case occurred. The case developed after a state-commissioned job study completed in 1976 revealed that female-dominated jobs were underpaid as much as $500 per month compared to male-dominated jobs. A federal district judge ruled in favor of the state employees and appointed a master to arrange a back pay settlement to 15,000 mostly women employees. This may carry a cost of more than $400 million over the next 18 months. The ruling was based on the premise that the comparable worth of different jobs can be quantified.

In 1984, labor and women's groups are pushing cases in 37 states and within the federal equal-employment agency. Besides Washington and Minnesota, the states of Connecticut, Illinois, Michigan, Wisconsin and Idaho have completed studies of their civil-service systems. All of the studies have uncovered at least some sex bias. Investigations are being conducted in Alaska, Oregon, Montana, New Mexico, Iowa, Ohio, Kentucky, Maine, Massachusetts and Florida. Legislators in California, Washington, Minnesota and Iowa have enacted laws necessitating pay equity for comparable work in state jobs. Labor leaders contend that the expense of raising women's pay to levels comparable to men's can be held down if states negotiate adjustments with employees and avoid long court battles.

In 1984, the strongest of the congressional bills currently pending is the Pay Equity Act of 1984, introduced by Rep. Mary Rose Oakar (D-Ohio). This bill would require the Equal Employment

MUNICIPAL COST INDEXES

The **Municipal Cost Index** increased 0.3 percent for the month to 330.8. The rise in the overall cost index was due mainly to a 0.5 percent increase in the **Consumer Price Index** and a 0.3 percent increase in the **ACC Construction Cost Index**.

The **Producer Price Index** rose 0.1 percent for the month to 311.4. Commodities with the largest increases in the *American City & County* listing included: asphalt roofing, electric lamps, glass containers, gypsum products, liquid petroleum gas, natural gas and trucks. □

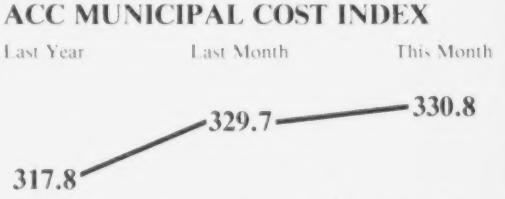
Compiled by Jeff Atkinson

THIS MONTH'S MARKETBASKET

	Current Index	Percent Change From: Last Month	Last Year
Air Conditioners	144.4	0.6	1.3
Apparel	200.3	−0.2	2.3
Asphalt Roofing	394.2	2.7	2.7
Books	125.9	0.5	5.2
Chemicals, Industrial	345.1	−0.3	1.9
Coal	543.0	−0.5	0.9
Concrete Products	308.8	0.8	2.6
Construction Machinery	357.6	0.5	1.9
Diesel Fuel	690.8	−5.9	6.3
Electric Components	190.6	−0.1	5.5
Electric Lamps	346.8	1.6	11.8
Electric Power	431.9	1.1	5.5
Engines, I.C.	343.1	0	0.3
Fans, Blowers	341.6	0	1.5
Fertilizers, Mixed	269.4	−0.4	3.6
Floor Coverings	187.4	−0.1	2.9
Flow Instruments	100.6	0	N/A
Footwear	251.8	−0.6	0.7
Foundry Products	359.6	0.8	2.1
Fuel Oil No. 2	713.2	−9.5	8.2
Furniture, Commercial	297.5	0.4	3.9
Gasoline	572.6	0.7	1.5
Generator Sets	339.3	0.4	4.4
Glass	229.5	−0.1	−0.1
Glass Containers	358.4	1.9	1.4
Gypsum Products	353.1	4.0	29.9
Hardware	293.6	0.1	1.7
Heating Equipment	250.3	0.6	3.3
HVAC Controls	120.3	−1.2	−2.5
LP Gas	663.1	1.7	−6.0
Lubricants	370.4	0.4	4.7
Lumber	369.6	0.1	N/A
Metal Fabrications	309.3	0.3	2.2
Millwork	307.7	−0.6	1.6
Motor Vehicle Parts	352.2	0	−0.1
Mowers	257.9	0.7	2.9
Natural Gas	1404.8	1.7	−2.8
Office Machines	154.8	0.1	0.2
Paint	267.3	−0.1	1.0
Paper	300.6	0.5	7.9
Passenger Cars	222.0	0	2.6
Plumbing Fixtures	301.4	0.5	4.8
Plywood	244.0	−1.9	1.9
Portland Cement	351.9	−1.3	3.8
Pumps	349.3	0.5	0.3
Residual Fuel	1110.3	−0.5	9.3
Sand, Gravel	292.6	−0.2	3.6
Sanitary Papers	359.1	−0.5	−1.1
Soaps, Detergents	265.0	−0.2	1.0
Sporting Goods	205.6	−0.5	0.1
Steel Mill Products	364.3	0.2	4.2
Struc. Clay Products	284.3	0.2	3.1
Switchgear	271.7	0.5	−0.4
Tires, Tubes	243.2	0.4	−1.3
Transformers	226.4	0.2	0.4
Trucks	334.4	2.5	5.3
Valves	101.8	0.7	1.4
Wire, Cable	204.6	0	1.4
Wiring Devices	350.5	0.6	5.5

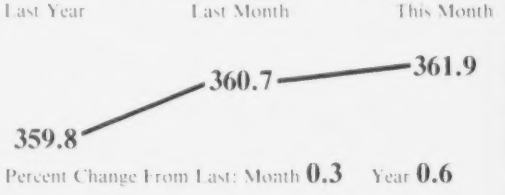
At-A-Glance Changes

ACC MUNICIPAL COST INDEX



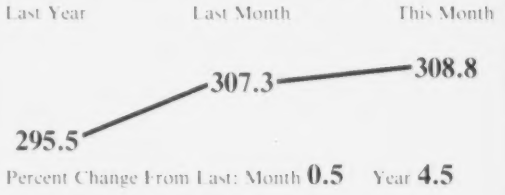
Percent Change From Last: Month **0.3** Year **4.1**

ACC CONSTRUCTION COST INDEX



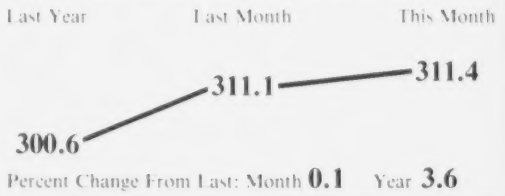
Percent Change From Last: Month **0.3** Year **0.6**

CONSUMER PRICE INDEX (BLS)



Percent Change From Last: Month **0.5** Year **4.5**

PRODUCER PRICE INDEX (BLS)



Percent Change From Last: Month **0.1** Year **3.6**

QUARTERLY MUNICIPAL TRENDS

	Current Level	Percent Change From: Last Qtr.	Last Year
Receipts	500.7B	1.6	11.1
Federal Grants	86.4B	−0.9	1.6
Durable Purchases	14.7B	1.4	7.3
Consumables	33.2B	2.2	5.1
Services	337.8B	1.9	7.7
Structures	39.1B	−6.5	−5.8
Salaries, Wages	247.2B	1.9	7.7
Surplus	58.1B	4.7	76.6
Employment	12.965M	0.1	−0.7